



February 10, 2025

Professional Distinction

Personal Dignity

Patient Advocacy

Senate Labor Committee  
Minnesota Senate Building  
95 University Ave. W.  
St. Paul, MN 55155

Dear Members of the Senate Labor Committee,

The Minnesota Nurses Association is the largest voice for professional nursing in the State of Minnesota. We act on behalf of over 22,000 members as a leader in both labor and healthcare communities. We are a voice for our members on issues relating to the professional, economic and general well-being of nurses. We write to express our concern about the growing use of artificial intelligence in healthcare.

Artificial intelligence (AI) is rapidly transforming healthcare, offering potential benefits such as improved diagnostics, streamlined workflows, and enhanced patient care. However, nurses are growing increasingly concerned about the unintended consequences of AI, particularly regarding job security, privacy violations, increased workloads, and the potential of misuse of AI for retaliation against healthcare workers. While AI holds promise for the future of medicine, its implementation raises significant ethical and labor-related issues that impact nurses directly must be addressed by policymakers.

One of the primary concerns raised among nurses is the possibility of AI replacing or diminishing their work and their license. AI cannot replace the critical thinking, empathy, and hands-on care that nurses provide. Despite this, healthcare administrators may see AI as a cost-saving measure and use it to justify staff reductions, leading to worse patient-to-staff ratios than we see now. Nurses' fear of being replaced by AI driven systems has created anxiety within our profession.

Another major issue is the increasing use of AI-powered surveillance in hospitals. Many healthcare institutions are integrating AI-driven monitoring systems that track nurse movements, analyze facial expressions, and assess productivity levels. While proponents argue that these systems improve efficiency and patient safety, nurses view them as an invasive measure that not only violates their privacy and autonomy but violates their right as union members. Constant surveillance fosters a culture of fear and mistrust, where every action they take is scrutinized by their employer, potentially leading to disciplinary actions based on AI-generated data that lacks human context. Beyond the bedside, AI surveillance poses a broader risk to nurses' individual freedoms, specifically around AI being used to monitor social media activity or off-duty behavior, leading to potential discipline or loss of employment.

Rather than alleviating workload burdens, AI has, in some cases, contributed to increased responsibilities for nurses. Many AI systems require extensive data input,

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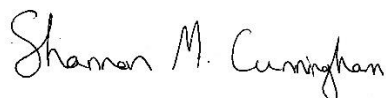
AFL-CIO

placing an additional documentation burden on already overworked and understaffed nurses. Nurses are expected to learn and interact with complex AI-driven software while maintaining high-quality patient care, often without proper training or additional compensation. Additionally, AI decision-making tools may create unrealistic expectations on the nurses, leading to hospital administrators using AI data to demand higher productivity levels without considering the emotional and physical toll on the nurse. Instead of supporting nurses, AI can become another mechanism to justify heavier workloads, leading to great burnout and job dissatisfaction at a time where nurses are already fleeing the bedside due to unsafe staffing levels.

Lastly, a troubling concern for nurses and all healthcare workers is the potential for AI to be used as a weapon against nurses who speak out about workplace conditions or attempt to organize for better labor rights. AI-driven analytics can track patterns in communication, identify individuals involved in union organizing, and flag employees who frequently report safety violations. This information could then be used to justify disciplinary actions, terminations, or other forms of retaliation, effectively silencing those who advocate for fair wages, safe staffing ratios, and improved working conditions. By using AI to monitor and penalize union activity, hospitals and healthcare corporations could undermine a nurses' right to collective bargaining and collective action. This creates a chilling effect, discouraging healthcare professionals from voicing legitimate concerns about workplace injustices. AI should not be a tool for corporate control but rather a resource to enhance patient care and to support healthcare workers.

While AI has the potential to revolutionize healthcare, its implementation must be approached with caution to ensure it does not cause harm to the professions who are essential to patient care. Nurses have valid concerns about job displacement, privacy violations, increased workloads, and the potential misuse of AI for retaliation. Policymakers, healthcare leaders and rank-and-file healthcare workers must work together to establish ethical AI policies that respect workers rights while protecting patients. Only by addressing these concerns can AI truly serve as a tool for progress rather than exploitation in healthcare.

Sincerely,

A handwritten signature in cursive script that reads "Shannon M. Cunningham". The ink is dark and the signature is fluid, with the first name being the most prominent.

Shannon Cunningham  
Director of Governmental and Community Relations  
Minnesota Nurses Association